

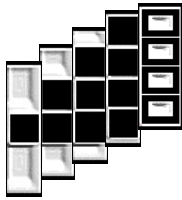
# **HUMAN RESOURCES COMMAND**



## **WARRANT OFFICER DIVISION**



**WARRANT  
OFFICER  
DIVISION**



# **CW4 Mary Colburn**

**Department of the Army  
U.S. Human Resources Command  
ATTN:AHRC-OPW-T (CW4 Colburn)  
200 Stovall St (Suite 6N07)  
Alexandria, VA 22332-0420**

**DSN: 221- 5251**

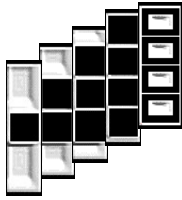
**COM: (703) 325-5251**

**EMAIL: COLBURNM@HOFFMAN.ARMY.MIL**

**FAX: DSN 221-5232**



**WARRANT  
OFFICER  
DIVISION**



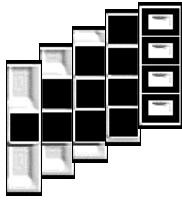
# ***Agenda***

- **DIVISION MISSION**
- **ORGANIZATION**
- **DEMOGRAPHICS**
- **ASSIGNMENTS**
- **PROMOTIONS**
- **AUTOMATION**
- **CAREER PLANS**
- **CHALLENGES**
- **INFORMATION**





# DIVISION MISSION



**To make worldwide assignments of warrant officers to support Army readiness.**

**To develop the professional capabilities of warrant officers through planned schooling and assignments.**

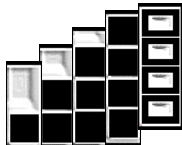
**Communicate "Officership" to Warrant Officer Corps.**







# WARRANT OFFICER DIVISION ORGANIZATION

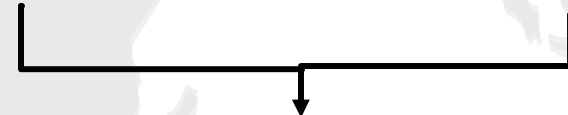


***DIVISION  
CHIEF  
CW5 JENKINS***

***LEADER DEV/PSB  
BRANCH CHIEF  
CW5 COX***

***AVIATION ASG  
BRANCH CHIEF  
CW5 WARREN***

***TECH SVC ASG  
BRANCH CHIEF  
CW5 TAYLOR***



- Future Plans & Concepts
- WOAC/WOSC/WOSSC
- Civil Schools
- Force Management
- Functional Schools

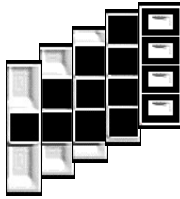
- Promotion/Selection Boards
- Retention/Separations
- Special Actions
- MOS Reclassification
- Automation/Services Spt

- Make Requirements Driven Worldwide Assignments to MACOMS by MOS
- Curtailments and Extensions of Foreign Service Tours
- Counseling on Assignments and Schooling for Career Development





# Leader Development Branch Organization



**BRANCH  
CHIEF**  
**CW5 Cox**

**PERSONNEL ACTIONS**  
**CW3 (P) ASERCION**

**EDUCATION**  
**MS WILLIAMS**

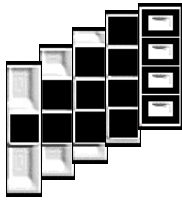
**ACTIONS**  
**MS LYONS**

**RETIREMENTS**  
**SEPARATIONS**  
**ADSOs**  
**PROMOTIONS**  
**PROMOTION BOARDS**

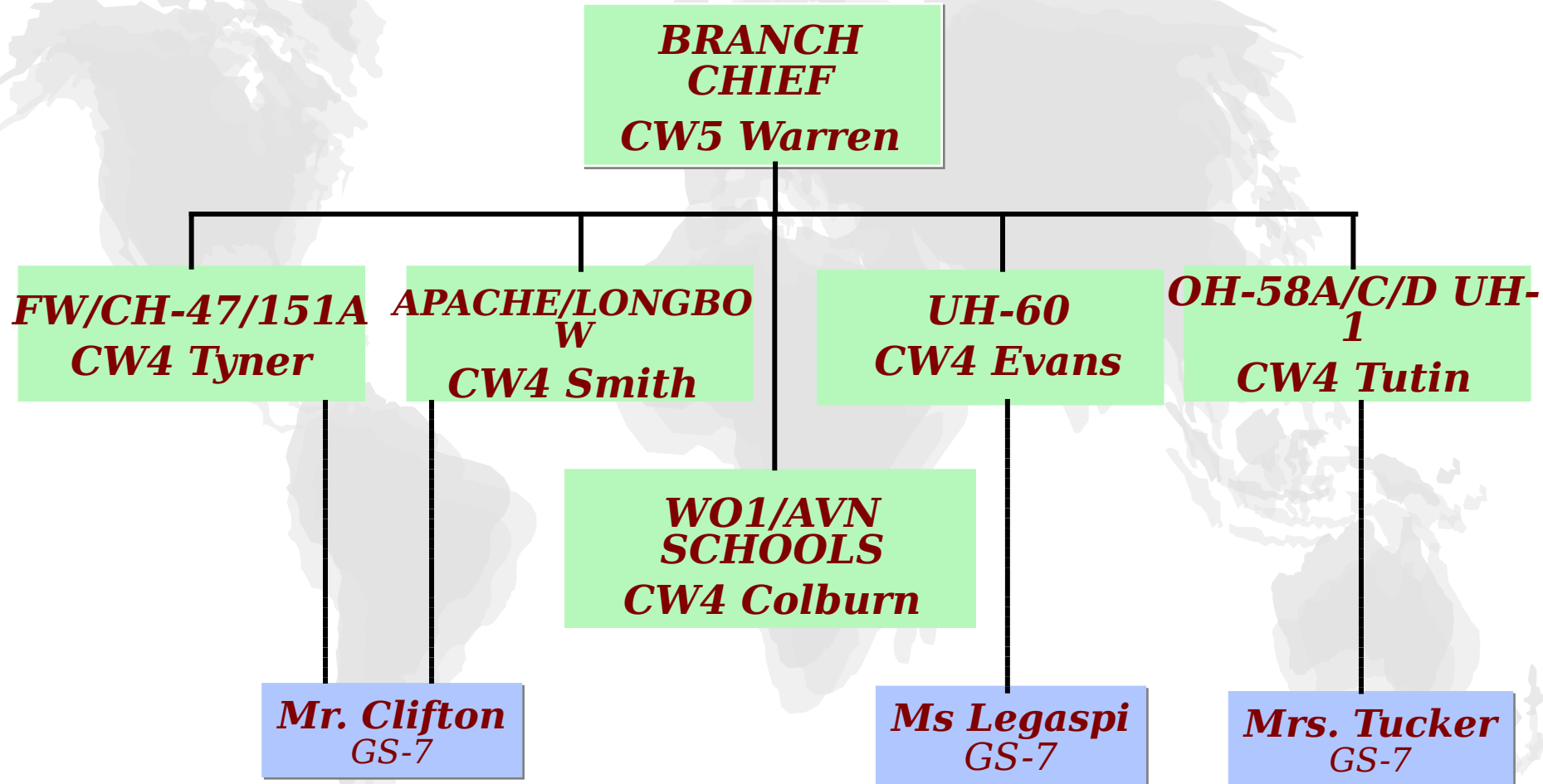
**WOAC**  
**WOSC**  
**WOSSC**  
**DEGREE COMPLETION**  
**ADV CIV EDUCATION**

**MOS RECLASS**  
**RA INTEGRATION**  
**VOLINDEF**  
**COMMISSIONING**  
**RET RECALL**  
**CALL TO ACT DTY**

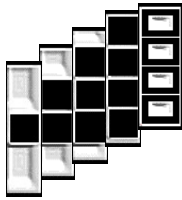




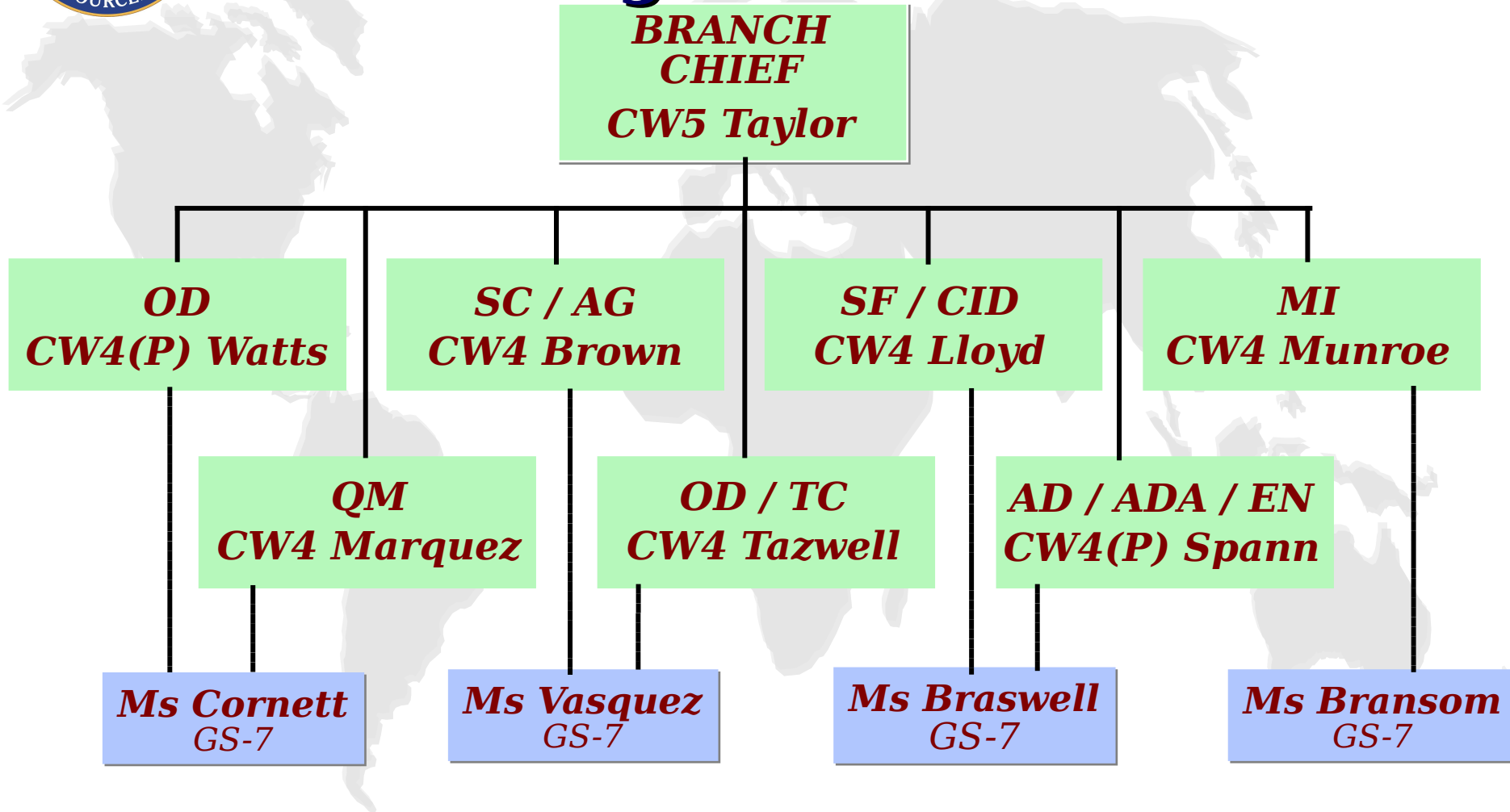
# Aviation Branch Organization

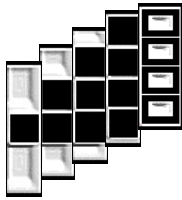




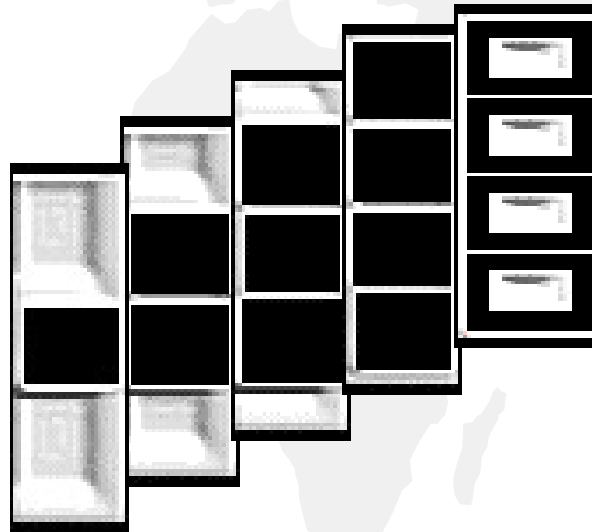


# Tech Services Branch Organization



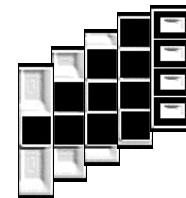


# DEMOGRAPHICS

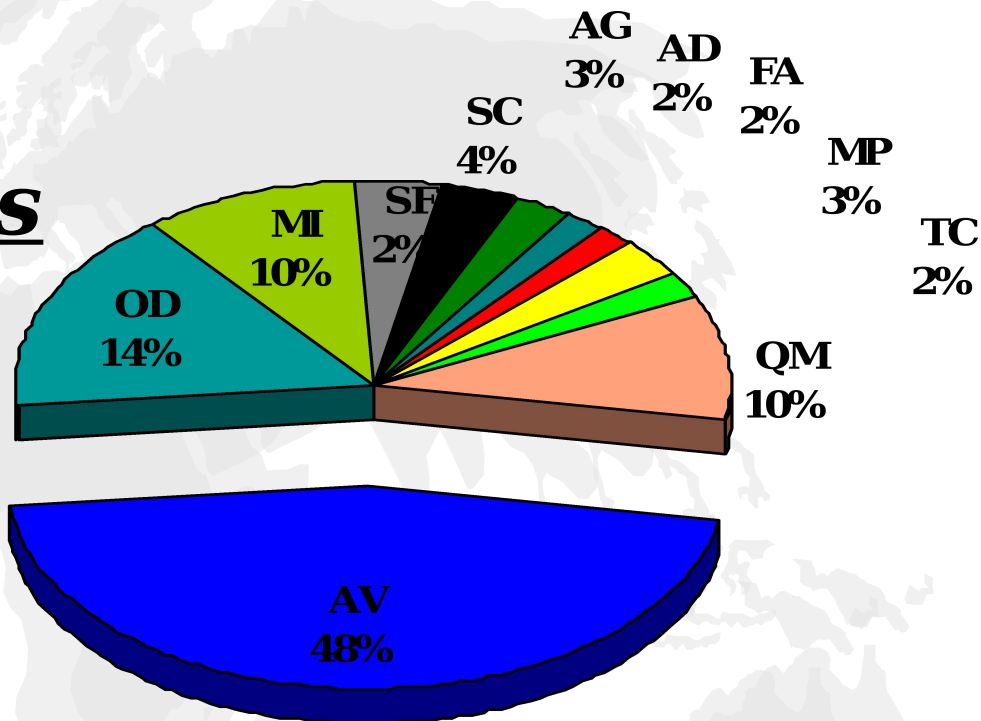




# ARMY OFFICER COMPARISON



**15 Branches**  
**56 MOS**



**Commissioned Officer**

**67,800**  
**85.1%**



**Warrant Officer**  
**11,800**  
**14.9%**

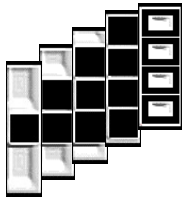
**FY03 BES**

**TECH 6370**

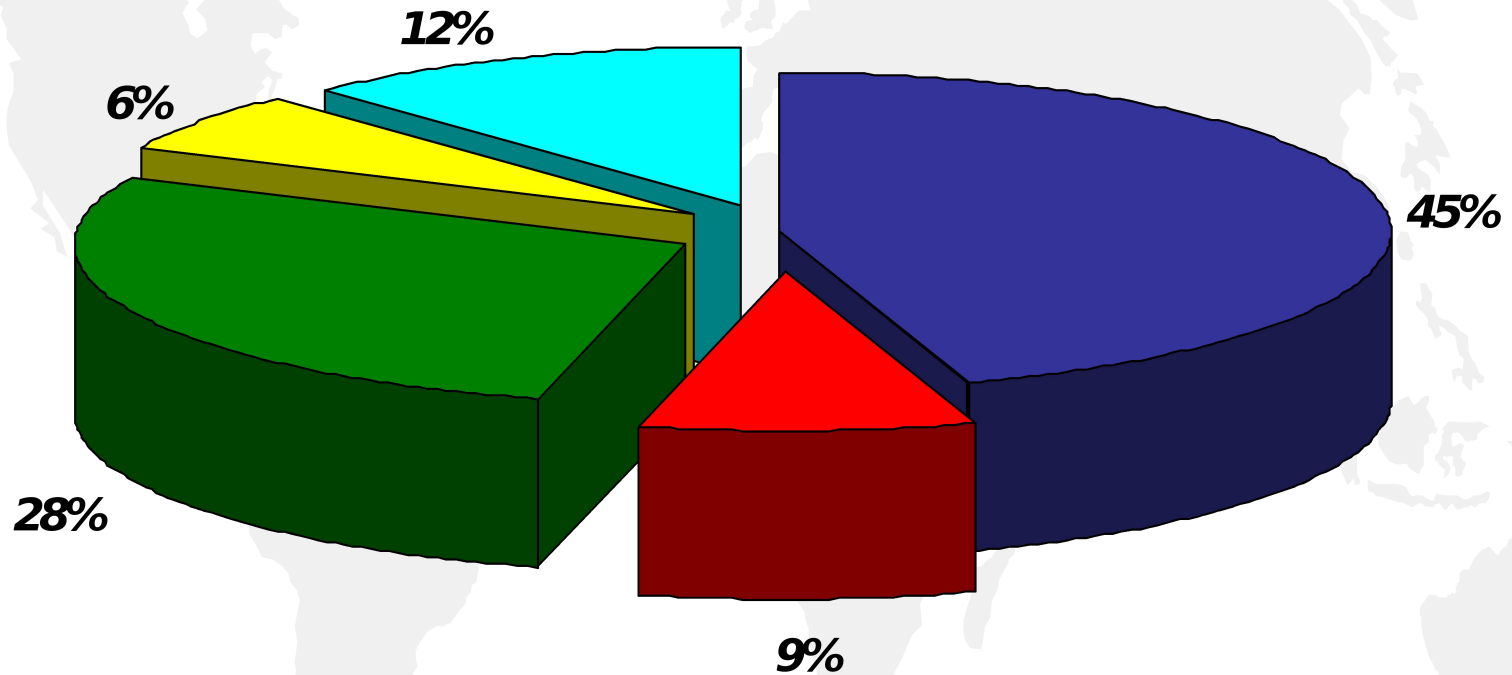
**AVN 5430**



**WARRANT  
OFFICER  
DIVISION**

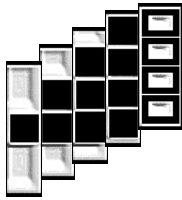


# LOCATIONS ASSIGNED

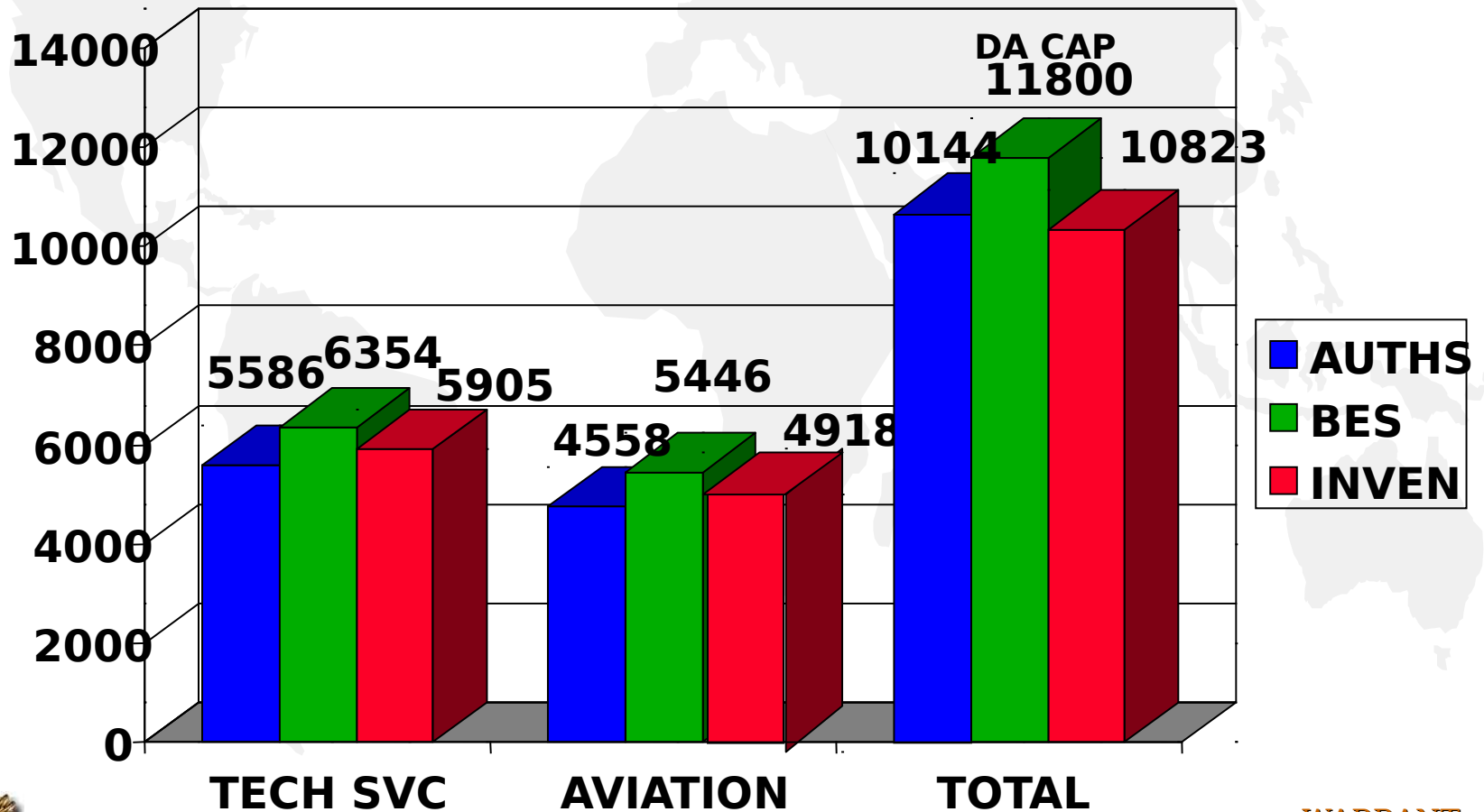


■ FORSCOM ■ TRADOC ■ OCONUS ■ INTRANSIT ■ OTHER



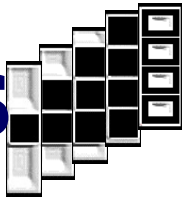


# FY 03 AUTHS VS INVENTORY



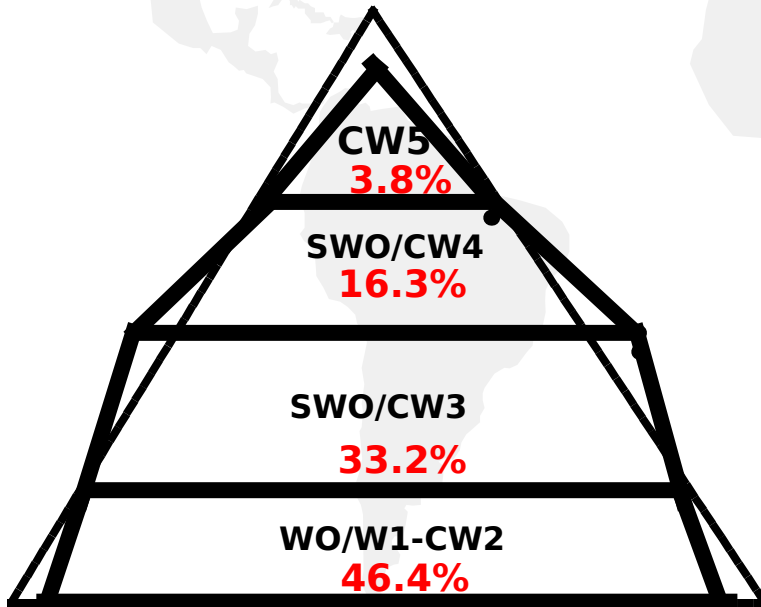


# WARRANT OFFICER CORPS

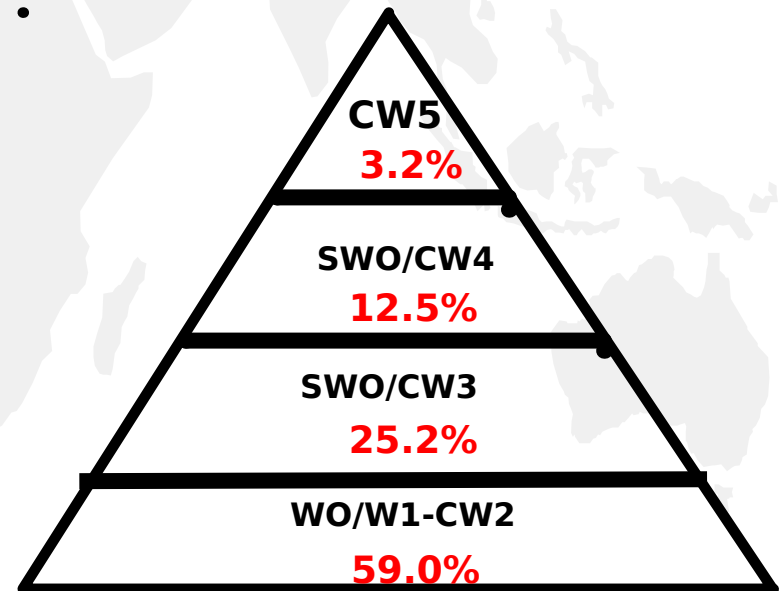


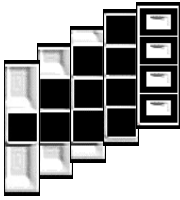
## TODAY'S FORCE

### AVIATION

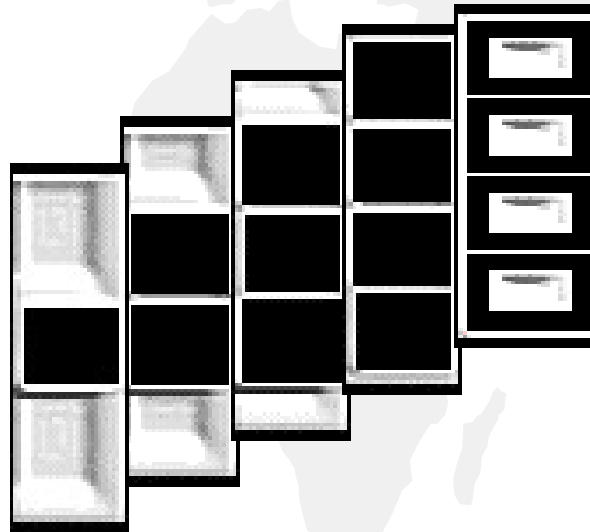


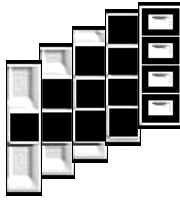
### TECHS





# ASSIGNMENTS



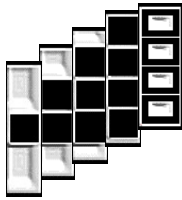


# CAREER MANAGER FUNCTIONS

- **MUST MEET TODAY'S ARMY REQUIREMENTS - DOES NOT CREATE THE**
- **MUST PROFESSIONALLY DEVELOP OFFICER TO MEET TOMORROW'S REQUIREMENTS**
- **NORMALLY ASSIGNS TO MACOMS AND INSTALLATIONS IN CONUS - NOT TO A SPECIFIC DUTY POSITION**
- **TRIES TO EQUITABLY DISTRIBUTE OVERSEAS TOURS**
- **MUST ADHERE TO CHANGING POLICIES**
- **CARES ABOUT EACH WARRANT OFFICER BUT NOT AT THE EXPENSE OF OTHERS**
- **REMEMBER:**
  - IS NOT PART OF PROMOTION OR SELECTION PROCESS**
  - DOES NOT COMMUNICATE WITH PROMOTION/SELECTION BOARDS**
- **IS HUMAN**

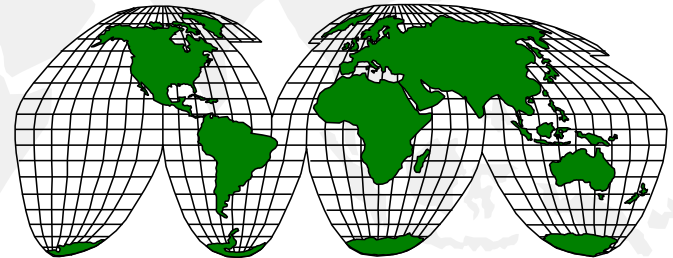


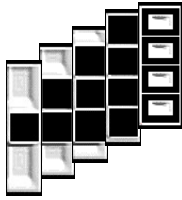




# ASSIGNMENT CONSIDERATIONS

- **NEEDS OF THE ARMY**
- **OFFICER QUALIFICATION**
- **DTAV-DROS**
- **QUALIFIED VOLUNTEERS**
- **PREFERENCE**
- **JOINT DOMICILE**
- **COMPASSIONATE CONSIDERATION**
- **HIGH SCHOOL STABILIZATION**
- **EFMP**





# CAREER MANAGEMENT T

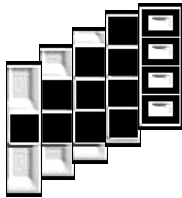
**YOU ARE YOUR BEST CAREER MANAGER**

- **HAVE SEVERAL PLANS**
- **BE PROACTIVE**
- **COMMUNICATE WITH RATER/SR RATER**
- **CONTINUE EDUCATION**





# ASSIGNMENTS ONLINE




**151A Aviation Schools page - Microsoft Internet Explorer**

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Address <https://www.perscomonline.army.mil/OPwod/colburn.htm> Go Links >>

**FY03 PROMOTION SELECTEES, SIGN UP FOR WOAC/WOSC NOW!!!**



**CW4 MARY COLBURN**  
151A CAREER MANAGER  
AVIATION SCHOOLS MANAGER

**MR AUBREY CLIFTON**  
PERSONNEL TECHNICIAN

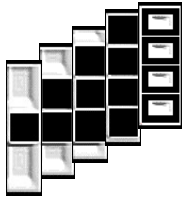
**PROMOTION BOARD PREP**

**VIEW YOUR FILE ON LINE** **VIEW/PRINT YOUR ORB**

Done Internet

Start 2 Mi... TOPMI... My Docs 2 Mi... 151A ... 3:33 PM





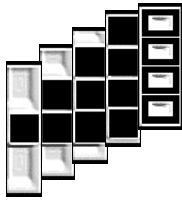
# **ASSIGNMENTS ONLINE ROE**

- Final assignment determination will be at the career manager level.
- Volunteers for job openings are subject to EFMP/joint domicile screening.
- **The CONUS time on station goal is 36 months.**
- Warrant officer division will not use volunteers as the only criteria.
- OCONUS based officers will have priority for CONUS assignments.
- Officers on orders and officers with approved COTS, IPCOTs, FSTEs, home I and sequential assignments are not eligible to volunteer for posted job o
- FSTEs, IPCOTs and COTs
- CONUS to CONUS movements
- Officer must inform their respective chain command of pending voluntary
- Nominative assignments
- Finally, your career manager is still the best place for answers





# ASSIGNMENTS ONLINE OCONUS





BLACKHAWK OCONUS JOBS - Internet Explorer Provided by Cox High Speed Internet

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Address <https://www.perscom.army.mil/OPwod/evans3a.htm> Go Links

 **PERSCOM**  
Online 

**OCONUS JOBS**

Updated 10/30/02

POSITONS AVAILABLE FOR CONUS BASED OFFICERS AND OCONUS BASED OFFICERS DESIRING COT.

Clicking on the location will bring up your e-mail client and automatically fill in my address and subject line with the location for which you are volunteering. Please provide your name, rank and contact information in the text area of the message before you send the e-mail.

MOS	SKILL	RANK	LOCATION	REPORT DATE	REMARKS
153D	O	CW2	<a href="#">KOREA</a>	JUNE- SEP 03	6 POSITIONS
153D	G	CW3/4	<a href="#">KOREA</a>	JUNE- SEP 03	2 POSITIONS
153D	B	CW2/3	<a href="#">KOREA</a>	JUNE-SEP 03	1 POSITION
153D	C	CW2/3	<a href="#">KOREA</a>	JUNE- SEP 03	3 POSITIONS
153D	F	CW3	<a href="#">KOREA</a>	JUNE -SEP 03	1 POSITION
153D	G/L	CW3/4	<a href="#">GERMANY</a>	SEP-NOV 03	FILLED
153D	L	CW3/4	<a href="#">HAWAII</a>	JUNE - SEP 03	1 POSITION MTFE
153D	G	CW3	<a href="#">COLUMBIA</a>	JUNE - SEP 03	FILLED

[Click here to send us your comments about our web page job posting program.](#)

Looking for highly motivated CW2s-CW4s interested in a rewarding and challenging job with a Special Operations Unit. Applicants must be airborne (or willing to attend airborne training), have a minimum of 1,000 flight hours, complete an application and undergo a rigorous screening process. For an application, contact MAJ Bucher, Special Management Division at DSN: 221-4042 or COML: (703) 325-4042 or e-mail [SMDRECRUITING@hoffman.army.mil](mailto:SMDRECRUITING@hoffman.army.mil)

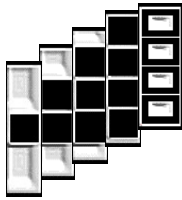
start | Inbox - Outlook Expr... | Welcome to P E R S ... | Welcome to P E R S ... | BLACKHAWK OCONU... | WOAC Jan 03.ppt | 6:32 PM



ARRANT  
OFFICER  
DIVISION



# ASSIGNMENTS ONLINE CONUS




BLACKHAWK CONUS JOBS - Internet Explorer Provided by Cox High Speed Internet

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Address <https://www.perscom.army.mil/OPwod/evans3b.htm> Go Links

**PERSCOM  
Online**

## CONUS JOBS

Updated 11/19/02

**POSITIONS AVAILABLE FOR CONUS BASED OFFICERS WITH A DEROS BETWEEN THE ABOVE DATES**

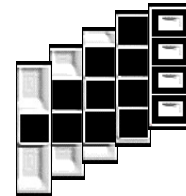
Clicking on the location will bring up your e-mail client and automatically fill in my address and subject line with the location for which you are volunteering. Please provide your name, rank and contact information in the text area of the message before you send the e-mail.

MOS	SKILL	RANK	LOCATION	REPORT DATE	REMARKS
153D	I	CW3/4	FT HOOD	JUNE- SEP 03	FILLED
153D	G	CW3/4	<a href="#">FT POLK</a>	JUNE- SEP 03	1 POSITION
153D	O/C	CW2/3	<a href="#">FT RUCKER</a>	SEP - NOV 03	3 POSITIONS
153D	O	W01/CW2	<a href="#">FT CAMPBELL</a>	JUNE- SEP 03	3 POSITIONS
153D	G	CW2/3/4	<a href="#">FT CAMPBELL</a>	JUNE - SEP 03	3 POSITIONS
153D	O	W01/CW2	FT BELVOIR	APRIL- JUNE 03	FILLED
153D	G/L	CW3/4	WEST POINT	SEP-NOV 03	FILLED
153D	B	CW3	WEST POINT	SEP- NOV 03	FILLED
153D	H	CW4	<a href="#">FT BENNING/TRADOC</a>	SEP-NOV 03	1 POSITION
153D	B	CW2/3	FT EUSTIS	SEP-NOV 03	FILLED
153D	G/L	CW4	STRATFORD CT	SEP-NOV 03	FILLED
153D	G	CW3/4	ACRC STEWART	JUNE-SEP 03	FILLED
153D	C/F	CW3/4	ACRC STEWART	JUNE-SEP 03	FILLED
153D	H	CW4	<a href="#">ACRC KNOX</a>	JUNE-SEP 03	1 POSITION

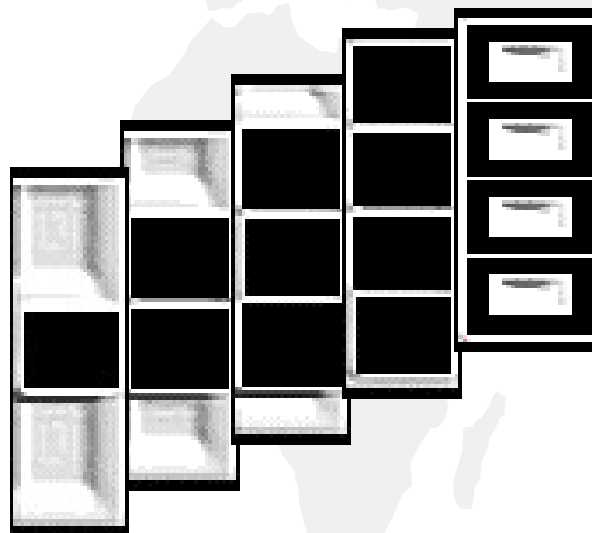
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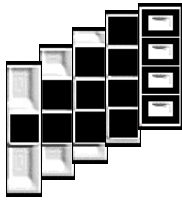


RRANT  
OFFICER  
DIVISION



# PROMOTIONS





# PROMOTION SYSTEM



**NOT MAGIC**

**AR600-9**

**PULHES**

**FICHE**

**ORB**

**PHOTO**

**COMMUNICATION TO THE BOARD?**

**Our "Right of Passage" to our Senior Grade is through  
the Divisions.**

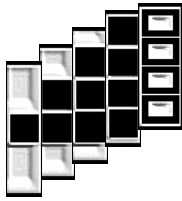


**WARRANT  
OFFICER  
DIVISION**



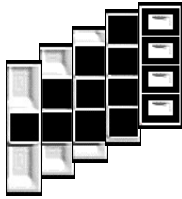


# Preparing for Selection Boards



- Know when you are eligible
- Review your ORB and microfiche
- Have a current, quality photo on file
- Have a current physical
- Work toward the next promotion (education, job performance; OER's)





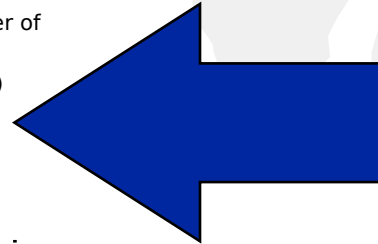
# MANAGED PROFILE TECHNIQUE

- Senior Rater checks One Box
- DA Label: reflects box check, or comparison of box check to profile(if top box)
- Top Rating Dependent on Profile

• Impossible to give Majority a Top

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ ABOVE CENTER OF MASS  
Mass if 50% or more in top box
- ☐ CENTER OF MASS
- ☐ RETAIN
- ☐ DO NOT RETAIN



HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

**ACOM or COM or BCOM**

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 96 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

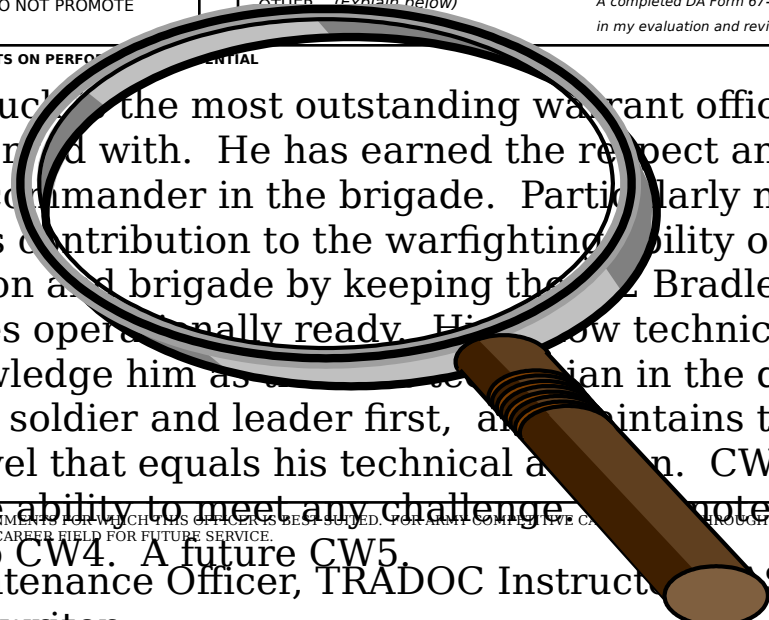


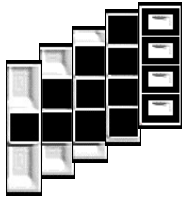
WARRANT  
OFFICER  
DIVISION

# SMALL POPULATION/ IMMATURE PROFILE

## SELECTION BOARD INSTRUCTIONS:

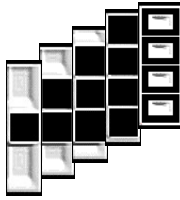
- (1) Check Box in VIIa - same grade in population **(3 OR LESS = Small Population)**
- (2) Check DA label: "Total Ratings"&"Ratings this Officer"  
**(5 or less = Immature Profile)**
- (3) Focus on "Narrative"- VIIc

PART VII - SENIOR RATER	
<b>a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE</b>	
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)	
I currently senior rate <u>1</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C)	
<b>HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT</b>	<b>c. NARRATIVE COMMENTS ON PERFORMANCE</b>
<b>CENTER OF MASS</b>	 <p>CW3 Buck is the most outstanding warrant officer I have ever served with. He has earned the respect and trust of every commander in the brigade. Particularly noteworthy was his contribution to the warfighting capability of the battalion and brigade by keeping the Bradley Fighting Vehicles operationally ready. His crew technicians acknowledge him as a leader in the division. He is a soldier and leader first, and maintains those skills at a level that equals his technical aptitude. CW3 Buck has the ability to meet any challenge.</p> <p><small>d. LIST 5 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMBATIVE COUNCIL, INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.</small></p> <p>zone to CW4. A future CW5. DIV Maintenance Officer, TRADOC Instructor, SCOM Doctrine writer</p>
RO: CW3 BUCK, GEORGE 999999999	
SR: LTC SMITH    666666666	
DATE: 98 07 18	
TOTAL RATINGS: 1	
RATINGS THIS OFFICER: 1	



NAME		DATE		GRADE / CATEGORY	
<b>PART V - PERFORMANCE AND POTENTIAL EVALUATION (RUBRIC)</b>					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	SATISFACTORY PERFORMANCE, PROMOTE	<input type="checkbox"/>	UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE	<input type="checkbox"/> <i>(Signature)</i>
IDENTIFY ANY UNIQUE PROBLEMS OR CONCERNS FOR PROMOTION, REFER TO PART III OF DA FORM 67-9-L AND PART IV A AND V OF DA FORM 67-9-L.					
<p>* <u>Quantify relationship to peers</u></p> <p>* <u>Quantify performance</u></p> <p>* Education</p> <p>* Promotion potential</p>					
		<b>PART VI - DATE RATER</b>			
		<b>PART VII - DATE RATER</b>			
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>LESS THAN DESIRABLE</b>	<b>FULLY QUANTIFIED</b>	<b>NO NOT PROMOTED</b>	<b>EXPLANATION</b>	A completed DA Form 67-9-L was received with this report and considered in my evaluation and review. <input type="checkbox"/> YES <input type="checkbox"/> NO (Explain in d)	
IDENTIFY ANY UNIQUE PROBLEMS OR CONCERNS FOR PROMOTION, REFER TO PART III OF DA FORM 67-9-L AND PART IV A AND V OF DA FORM 67-9-L.		IDENTIFY ANY UNIQUE PROBLEMS OR CONCERNS FOR PROMOTION, REFER TO PART III OF DA FORM 67-9-L AND PART IV A AND V OF DA FORM 67-9-L.			
LESS THAN 50% IN TOP BOX; CENTER OF MASS (750% or more in top box)  BELOW CENTER OF MASS DO NOT RETAIN					



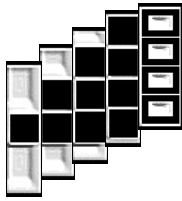


# Commander's Responsibilities

## OERS

- Check **rater** comments!
- Narratives should include:
  - **Potential...absolutely unlimited**
  - **Promotion....must select BZ**
  - **Education...select for degree completion/career track**





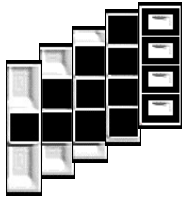
# YOUR ORB

## YOUR RESUME TO THE BOARD

- **UPDATE REGULARLY/ OR WHEN CHANGES OCCUR**
- **CLEAR DUTY DESCRIPTIONS**
- **BOTTOM DRIVEN SYSTEM, PERMANENT CHANGES THROUGH PSB.**

**MEL/CEL/HT&WT/ASSIGNMENT HISTORY  
PMOS/AWARDS**



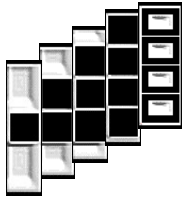


OR  
B

C.JENKINS@MINDSPRING.COM

OFFICER RECORD BRIEF AR500-B-104 CMAAOF-W1

ORB TYPE 2900	BRIEF DATE 20020215	CRFLD DESIGNATION	CRFLD DESIG DATE	CNTL BRANCH BR DTL/EXPRES	COMPONENT RA	AD GRADE - ADOR CW5 20000601	SSN 420-84-8082	NAME JENKINS CARLTON ROBERT
<b>SECTION I - Assignment Information</b>		<b>SECTION II - Security Data</b>		<b>SECTION III - Service Data</b>		<b>SECTION IV - Personal/Family Data</b>		
<b>OVERSEAS DUTY</b>		INVEST SBI		BASD		Date of Birth		Birthplace
YR/MO/RTN CTRY MONTHS TCS NUMBER OF TOURS		DTEINV 19930402 DTPSCG 19930421		Current PPN 4		19551226		MICHIGAN
19960207 KS 20 C SHORT LONG		CLINC SEC		Basic Date of Apt 19801216		Country of Cit US		Sex/Racecat M /WHITE,NOT HES
19880801 NM 40 C 2 1		<b>SECTION V - Foreign Language</b>		Mo/Days Afcs 261/15		No Dependent Adults/Children		Religion SO-BAPT-CONV
19770401 KS 12 N DROCS DEROS		Language Read Listen		Mo/Afs 328		Mantia St. MARRIED		Specialty/Pl/City NEBRASKA US
19960207 NA				Cur Svc Admt/Exdr Date		Pulhes Date 111111/20010326		Height/Weight 650/150
19940601				Date of Proj/Mand Ret 20110301		Home of Record ALABAMA		Working Address
Date Dependents Arrived OS				2LT-WO1 1LT-CW2 CPT-CW3 MAJ-CW		7713 SULLIVAN CIRCLE		
Career Field Information: Commissioned/AMEDD/Warrant				PDOR 19801216 19821216 19880201 19940601		ALEXANDRIA VA		
CR Code/Med/Mos/Spec/Functional Area/Med/Mos2/Smos		<b>SECTION VI - Military Education</b>		PDOR 20000601		22315-0000		
152B 152B		MEL (AWOSSC GRADE)		TDOR 1LT		<b>SECTION X - Remarks</b>		
BRADOC/Med/Mos3/Smos Sq/First Acc/Smos Sq		Course Year		<b>SECTION VII - Civilian Education</b>		67 MO PRIOR SERVICE		
CFL 0		WOSSC 1999		LEVEL COMPLETED		LAST PHOTO:		
Skills A2 A4		WOSSC 1993		INSTRUCTION EMBRY RIDDLE AERONAUTICAL		WOCS:		
Basic Branch/PMDOS OH-SBD SCOUT PILOT		WOSSC 1993		DISCIPLINE PROASTROPHTECH		DATE LAST PHOTO 199902		
Functional Area SMOS OH-SBA/C SCOUT PILOT		RW INST FLIGHT EXAM 1993		INSTITUTION TX EL PASO STATE EL PASO		WOCS = 19930405/C		
Career Track Single Qual		OH-SBD WARRIOR IPC 1992		DISCIPLINE LIBERAL ARTS				
Primacy Branch Functional Area		OH-SBD WARRIOR AQIC 1992		INSTITUTION				
Prev Branch/MOS 152B		OH-SBD INSTR PILOT CRS 1987		DISCIPLINE				
Prev Functional Area		OH-SBD AVIATOR QLFCON 1987		<b>SECTION VIII - Awards and Decorations</b>				
Control Career Management Field 153A0		AVN WOAC 1985		MSM - 5 NOFOR 1				
Projected Career Management Field 153A0		OH-SB INSTRUCTOR PILOT 1984		ARCOM - 5 ASR - 1				
Geographic Orientation		AVN WOBC 1980		AAM - 1 CSR - 3				
<b>AVIATOR QUALIFICATIONS</b>				AGCM - 1				
ASD 19801216 TOFDC As Of 19990211-74				NDNM - 1				
Pilot Status1 Aircraft Qual Aircraft Qual Aircraft Qual Aircraft Qual				FHM - 1				
OH-SBA/C SC 3 OH-1 1				MSTARAVE				
OH-SBD SCOL 3								
OH-SBD WARR 3								
Rating Date 19801201								
Date Of Availability Date Of Last PCS 200402 19981214								
<b>SECTION IX - Assignment Information</b>								
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2nd Prev 19970428 14 W3VS US TOTAL ARMY PERSC ALEXANDRIA 7VA MP								
3rd Prev 19970428 02 0082 AVRC101C0 B ATK HE FT BRAGG 1BNC FC								
4th Prev 19970428 12 0017 AFSC 01HHT AIR CAV FT BRAGG 1BNC FC								
5th Prev 19970428 18 0002 AFSC 04 Q TRP FT BRAGG 1BNC FC								
6th Prev 19970428 05 0017 AV BDE HHIC CPSTANLEY KS PB								
7th Prev 19970428 07 0017 CAV 05 SQDN HHIC CPSTANTON KS PB								
8th Prev 19970428 12 W0UJ9 CAV 05 SQDN HHIC FT HOOD 51X FC								
9th Prev 19970428 15 W0UJ9 TAB CO B 1BN 10 AV FT RUCKER 2AL TC								
10th Prev 19970428 26 W0UJ9 HHIC 1BN 10 AV RGT FT RUCKER 1AL TC								
11th Prev 19970428 09 0004 AV BDE HHIC FT CARSON 6CO FC								
12th Prev 19970428 17 0244 AV C CO GEN SPT C FT CARSON 6CO FC								
13th Prev 19970428 10 0501 CMD AVN CO FT BRAGG GE E7								
14th Prev 19970428 10 0501 AVH C CO FT BRAGG GE E7								
15th Prev 19970428 10 0501 AV BN CO B ATK FT BRAGG GE E7								
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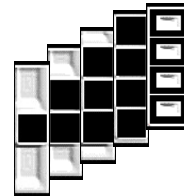


# Common (ORB) Mistakes

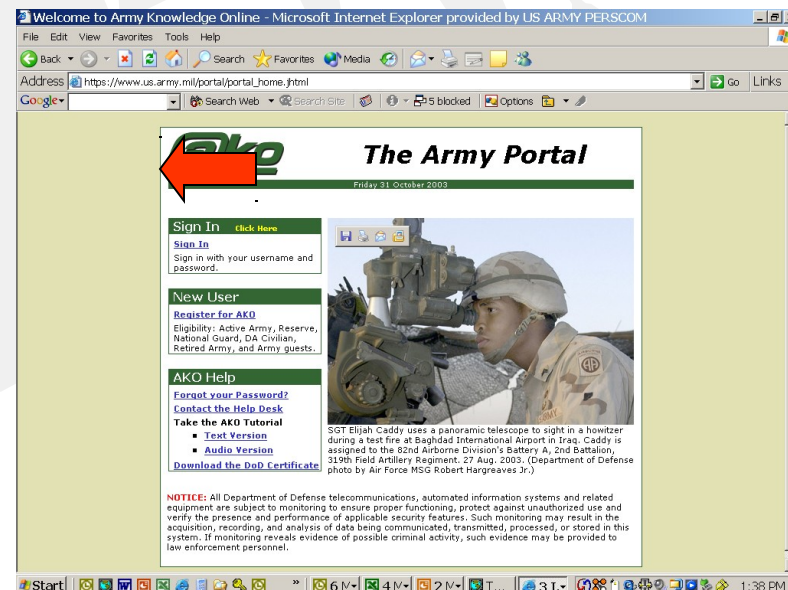
- Officer signs ORB with known/obvious errors.
- Duty title contains incorrect entries
  - -incoming personnel - re-assignable over strength.
  - -valid surplus/excess - known loss.
- Duty MOS (DMOS) missing or incorrect.
- Awards don't match OMPF.
- PULHES/Date (Physical) expired; exceeds 5 years.







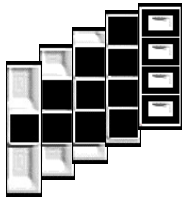
# Automation Tools for the



WARRANT  
OFFICER  
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# MyRecord - OMPF



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Add

**Personal Data**

Date of Birth: 26-Dec-1955

Rank: CW5

Date of Rank: 01-Jun-2000

Marital Status: MARRIED

Unit Identification Code: W3VSAA

Unit Name: US TOTAL ARMY PERSCOM

Basic Active Service Date: 13-May-1975

Pay Entry Basic Date: 13-May-1975

Date Last Evaluation: 01-Mar-2003

Date Last Photo: 01-Feb-1999

**WELCOME!**

Welcome to MyRecord -- the personalization of HRC for you!

MyRecord is HRC's next step in providing self-service to soldiers. As an **active duty Army officer**, you can now gain:

1. Basic personal and contact information from HRC's Integrated Total Army Personnel Database (ITAPDB).
2. Important self-service personnel applications in one place such as your:
  - Official Military Personnel File (OMPF)
  - Officer Preference Statement (OPS)
  - Department of the Army Photo Management Information System (DAPMIS) on-line photograph.
3. Limited News/Weather/Sports/Financial information.
4. A basic eCalendar for the current month.

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**Self-Service Application**

\*Requires a second authentication

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- » [DAPMIS](#) (check your photo)
- » [DASH2](#) (check your SR profile)
- » [ORB](#) (Officer Record Brief)

**Calendar**

October 2003

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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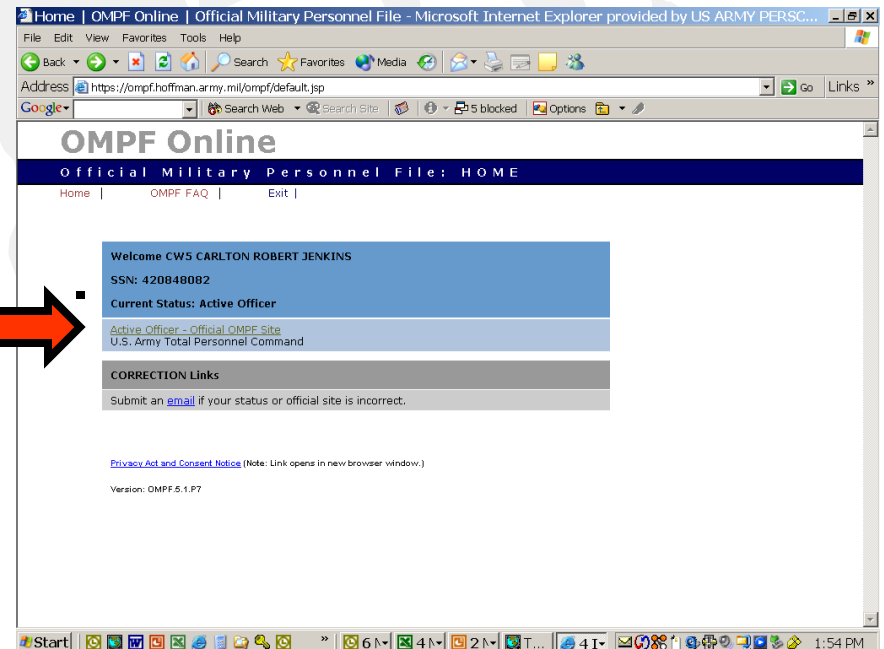
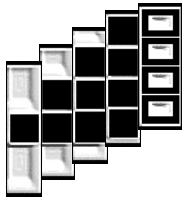
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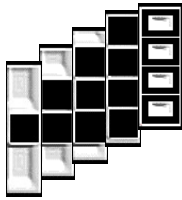


# OMPF ONLINE





# OMPF ONLINE



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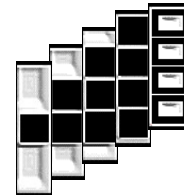
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US ARMY OFFICER EVALUATION REPORT  
01 Mar 2003

OFFER049?

OFFICER EVALUATION REPORT									
For use of the form, see the instructions provided on the back of the form.									
PART I - ADMINISTRATIVE DATA									
1. NAME (Last, First, Middle Initial)		2. GRADE		3. ARMY CWS		4. JUDGE GRADE		5. REPORT AV	
JENKINS, CARLTON R.		420-84-0882		CWS		2000		46 03	
6. TITLE, GRADE, BRANCH, AND COMMAND (Use the appropriate code from the U.S. Army Personnel Command, 700 Stewart St., Alexandria, VA 22332-0420)									
U.S. Total Army Personnel Command, 700 Stewart St., Alexandria, VA 22332-0420									
7. REASON FOR SUBMISSION									
03 Change of Rating									
8. PERIOD COVERED									
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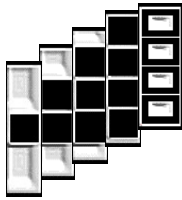
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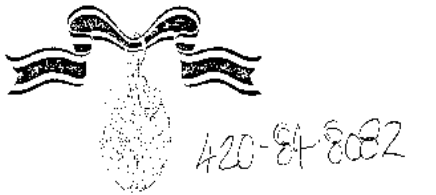
Document View - Microsoft Internet Explorer provided by US ARMY PERSCOM

OMPF Online: Document View

<<Previous Next>> Page 1 of 1 Go

--Zoom Out Zoom In++ Print Print All Close

DOCS/CERT THAT AWD BADGES, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED  
01 Feb 1996



THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT  
OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, IN JUNE 1953 HAS AWARDED

**THE MERITORIOUS SERVICE MEDAL**

CHIEF WARRANT OFFICER FOUR CARLTON R. JENKINS  
HEADQUARTERS AND HEADQUARTERS COMPANY, AVIATION BRIGADE,  
3D INFANTRY DIVISION

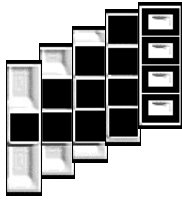
FOR EXCEPTIONALLY MERITORIOUS SERVICE AS THE BRIGADE STANDARDIZATION  
OFFICER, CHIEF WARRANT OFFICER FOUR JENKINS' PERFORMANCE OF DUTY IS IN  
KEEPING WITH THE FINEST TRADITIONS OF THE MILITARY SERVICE AND REFLECTS  
GREAT CREDIT ON HIM, THE 3D INFANTRY DIVISION, AND THE UNITED STATES ARMY.

Start | [Icons] | 6 4 2 T... 5 I | 2:02 PM



WARRANT  
OFFICER  
DIVISION





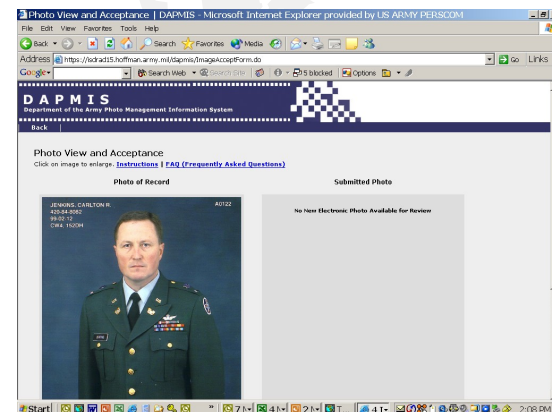
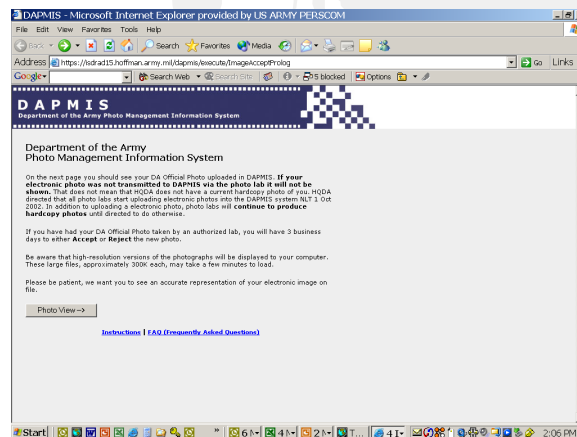
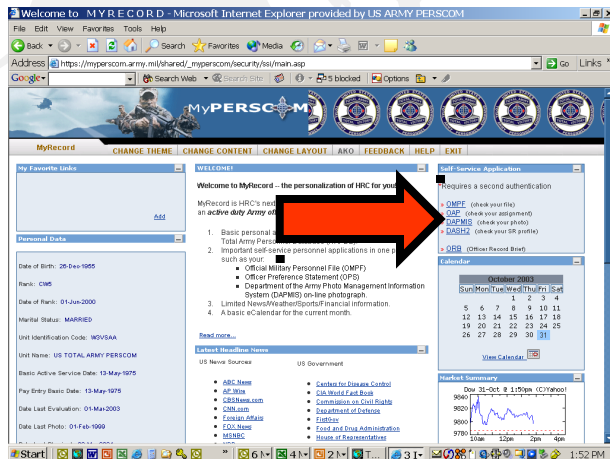
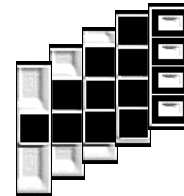
# Common (OMPF) Errors

- **Did not check it!**
- **Awards don't match the ORB.**
- **NCOERs listed.**
- **Cluttered with insignificant documents.**
- **Award Certificates not present.**
- **Poor quality documents submitted (Fax)**





# MyRecord - DAPMIS

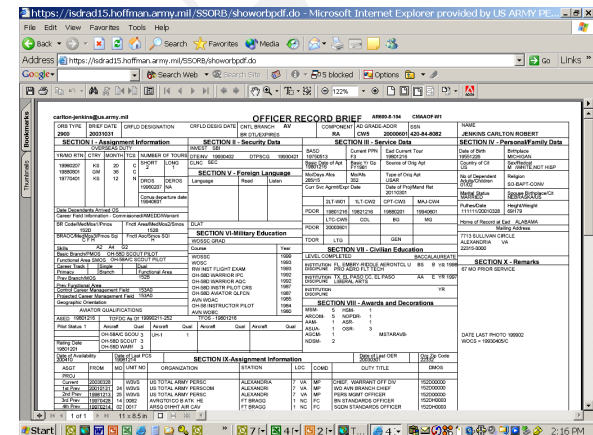
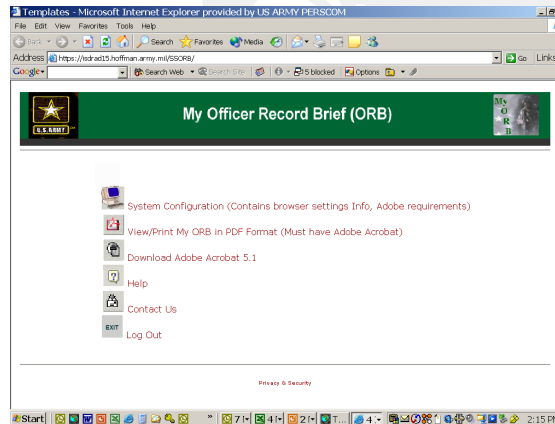
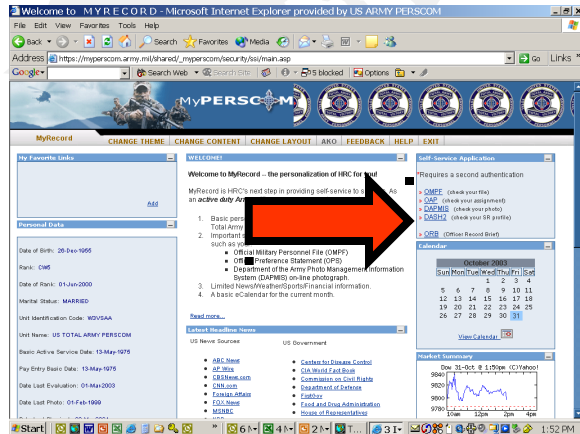
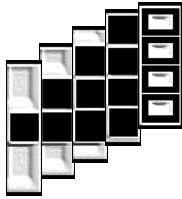


WARRANT  
OFFICER  
DIVISION





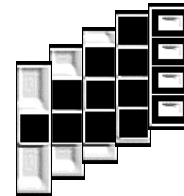
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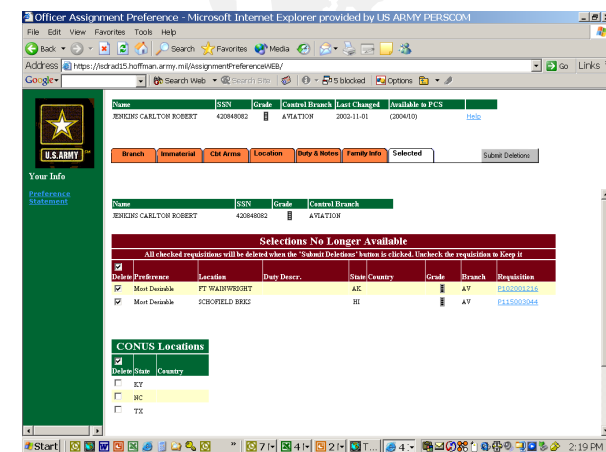
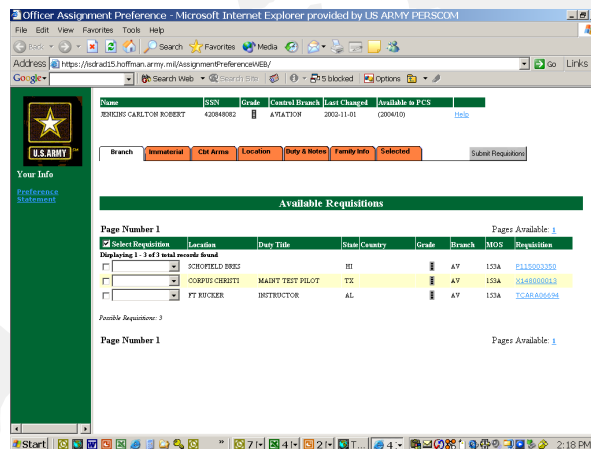
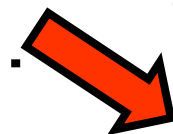
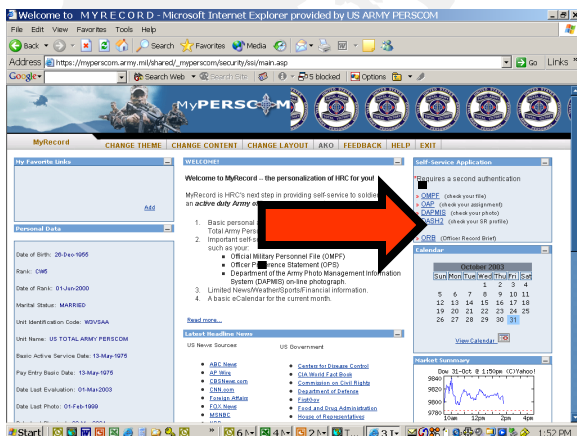
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OFFICER  
DIVISION



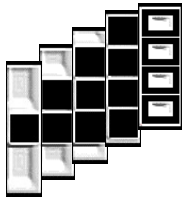
# MyRecord - OAP



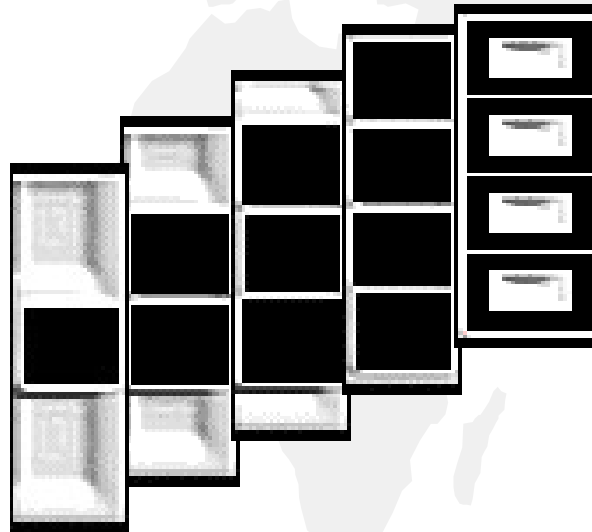
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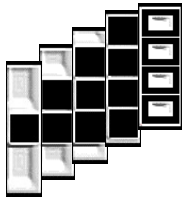


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OFFICER  
DIVISION



# CAREER PLANS





# PROMOTION TO CW2

- **MUST COMPLETE DA FORM 71 - ACCEPTING COMMISSIONED STATUS**
- **OATH OF OFFICE**
- **MUST SUBMIT A DA PHOTO**
- **INSURE ALL RECORDS ARE CURRENT**
- **BEGIN WORK ON CIVIL EDUCATION**
- **MAINTAIN CURRENT PREFERENCE STATEMENT**

**PHOTO  
WITHIN  
60  
DAYS**

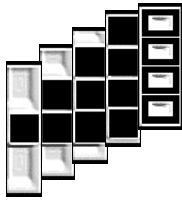
**REQUEST YOUR FICHE**

**ORB**

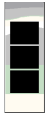




# ROAD TO CW3



7-8  
YRS



2  
YRS

PREREQ  
WOAC

PLT/CO

TO&E  
UNITS

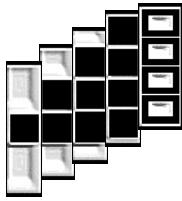
WOBC  
& WOCS

WARRANT  
OFFICER  
DIVISION



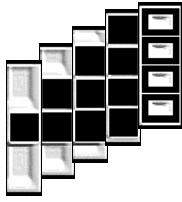


# Action Officer Development Course (ST7000)



- Required before attendance at resident phase (Order books at 5th yr WO Svc)
- Completion should be posted to ORB
- Board Scrub item of interest
- Discriminator for selection to CW3?
- Don't procrastinate, get it done (year earlier with new zones)!!

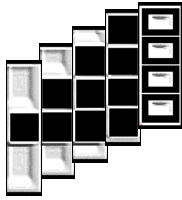




# WO RA Integration

- Selected for RA by CW3 Board
- Must accept and take oath PRIOR TO promotion (RA Order Published)
- Declining RA is also a declination of promotion
- Decline RA (Separated w/in 90 days or upon completion of ADSO)  
(If over 18 yrs...MRD 20 yrs, 2 mo)





# MASKING OF WO1 OER

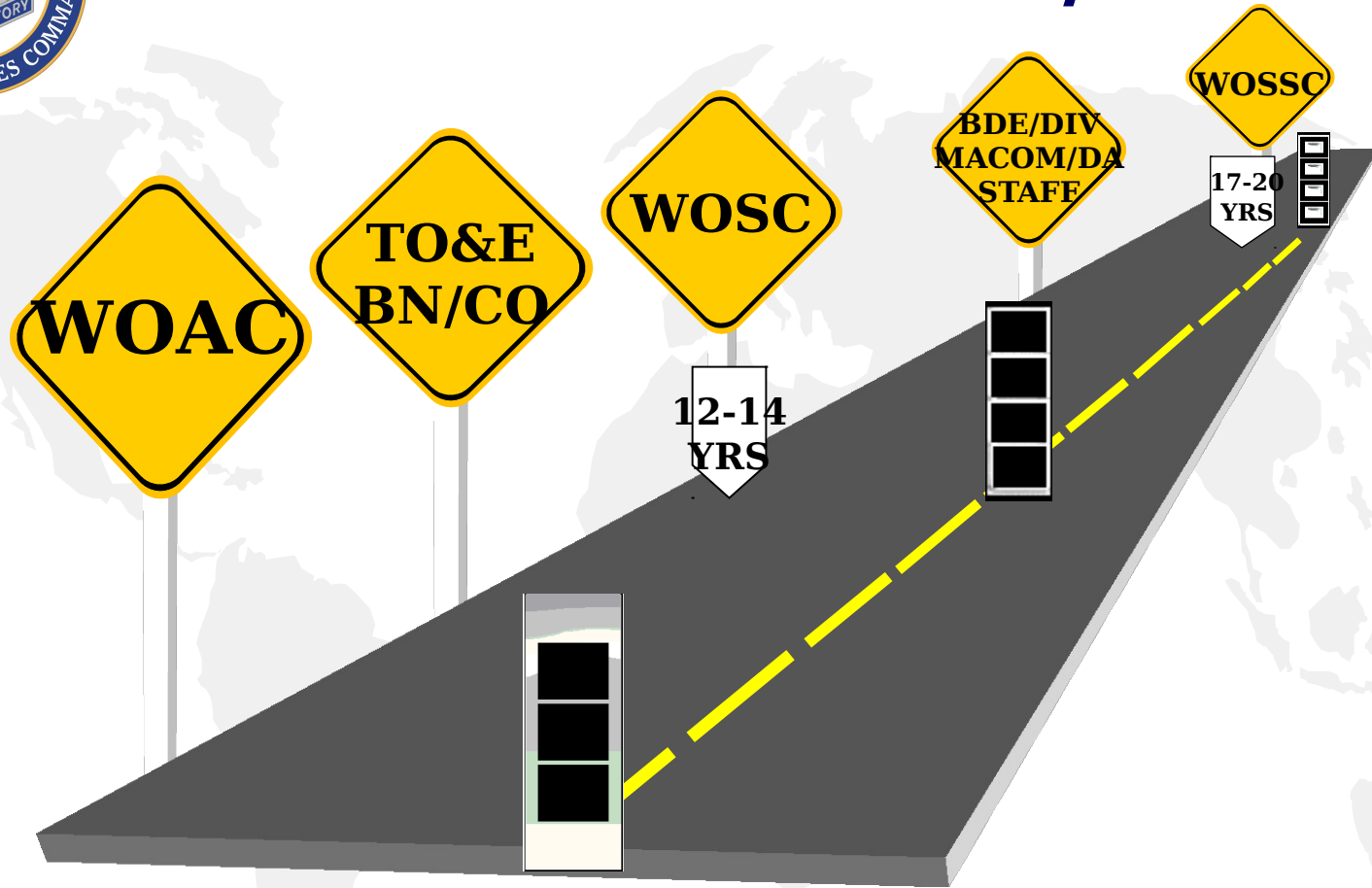
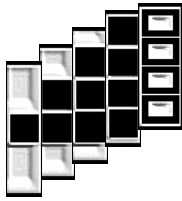
- Ref MILPER MSG 98-180, SAB
- WO1 OER Masked After Promoted to CW3
- WO1 OER Will Be Visible by CW3 Board







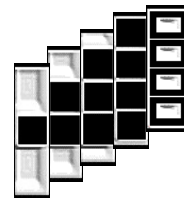
# ROAD TO CW4/CW5



**WOAC/WOSC & WOSSC ARE CONCURRENT  
WITH  
SELECTION TO CW3, CW4 & CW5  
RESPECTIVELY.**



**WARRANT  
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# Promotion Zones

## Know when you are eligible !

### Aviation

### Tech

May 03 PZ 1 OCT 97 THRU 30 SEP 98  
BZ 1 OCT 98 THRU 30 SEP 99

PZ 1 OCT 98 THRU 30 SEP 99  
BZ 1 OCT 99 THRU 30 SEP 00

May 04 PZ 1 OCT 98 THRU 30 SEP 99  
BZ 1 OCT 99 THRU 30 SEP 00

PZ 1 OCT 99 THRU 30 SEP 00  
BZ 1 OCT 00 THRU 30 SEP 01

May 05 PZ 1 OCT 99 THRU 30 SEP 00  
BZ 1 OCT 00 THRU 30 SEP 01

PZ 1 OCT 00 THRU 30 SEP 01  
BZ 1 OCT 01 THRU 30 SEP 02

May 06 PZ 1 OCT 00 THRU 30 SEP 01  
BZ 1 OCT 01 THRU 30 SEP 02

PZ 1 OCT 01 THRU 30 SEP 02  
BZ 1 OCT 02 THRU 30 SEP 03

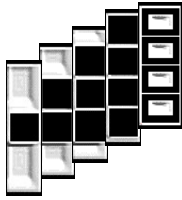
★ May 07 PZ 1 OCT 01 THRU 30 SEP 02  
BZ 1 OCT 02 THRU 30 SEP 03

PZ 1 OCT 02 THRU 30 SEP 03  
BZ 1 OCT 03 THRU 30 SEP 04

★ May 08 PZ 1 OCT 02 THRU 30 SEP 03  
BZ 1 OCT 03 THRU 30 SEP 04

PZ 1 OCT 03 THRU 30 SEP 04  
BZ 1 OCT 04 THRU 30 SEP 05





# **CIVILIAN EDUCATION GOALS**

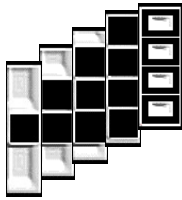
## **IAW DA PAM 600-11 - Warrant Officer Professional Development**

- Associate Degree Before CW3**
- Bachelors Degree Before CW4**



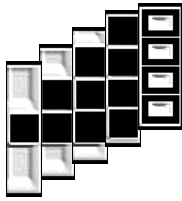


# CIVILIAN EDUCATION

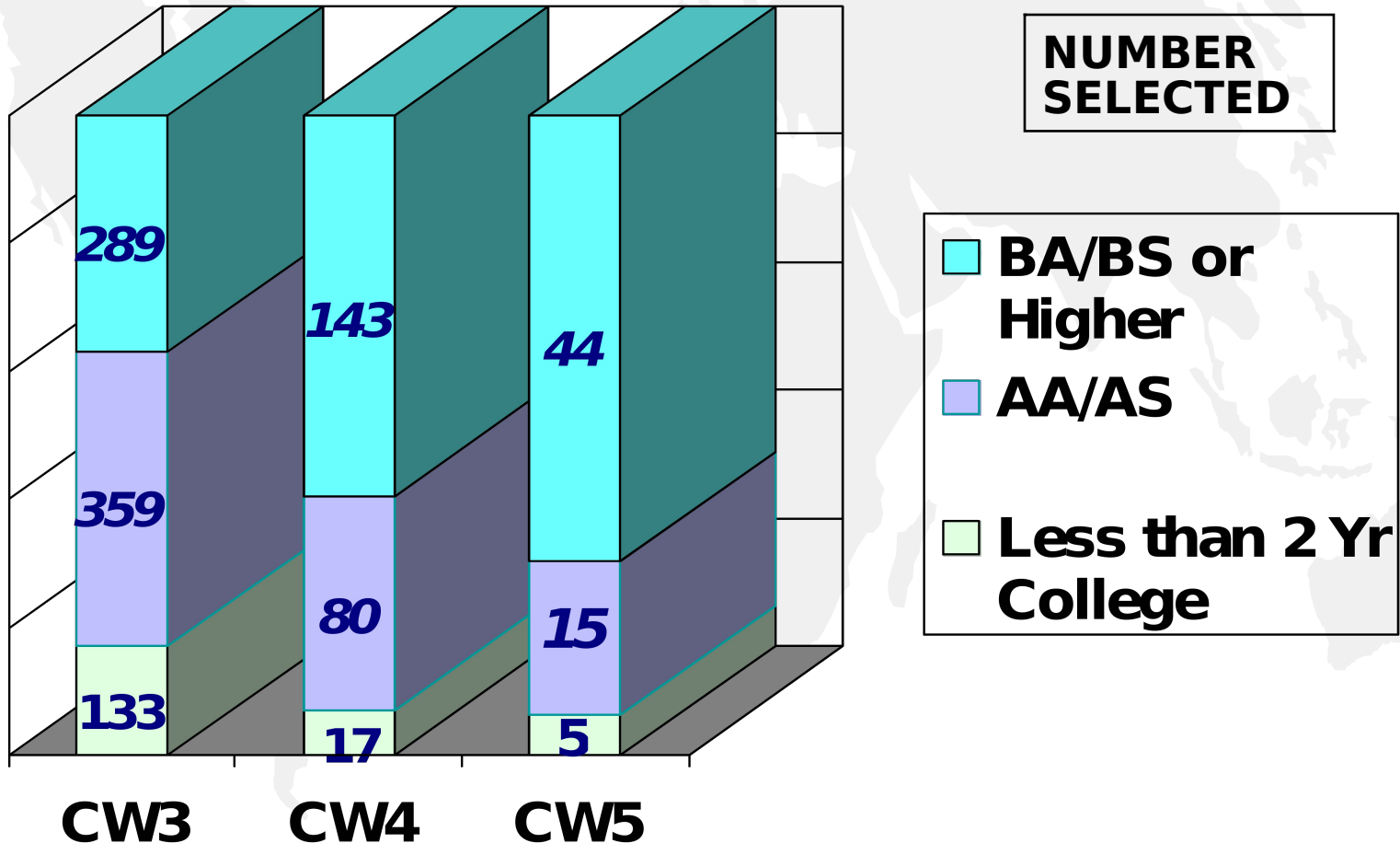


- **Fully Funded**
  - **Army Education Requirements System (AERS)**
- **Degree Completion Program**
  - **Associate Degree - MOS related ?**
    - **Baccalaureate Degree - starting FY93**
    - **Warrant Officer Pays (GI Bill/VEAP)**
- **Permissive TDY**
  - **139 days maximum**
    - **Complete any degree**
    - **Warrant Officer Pays (GI Bill/VEAP)**
- **General Information (AR 621-1)**
  - **Normally 12 months (18 months for AERS)**
    - **Career Status (Vol Indef or Regular Army)**
    - **Application to PD Branch 5 months prior**



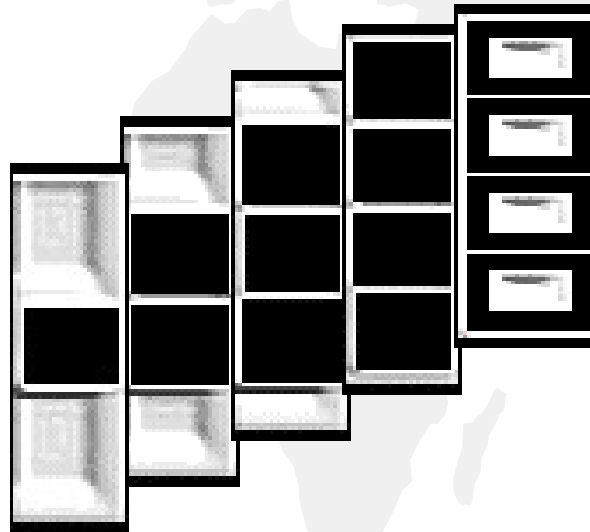
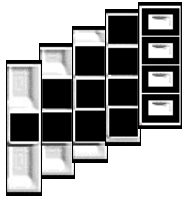


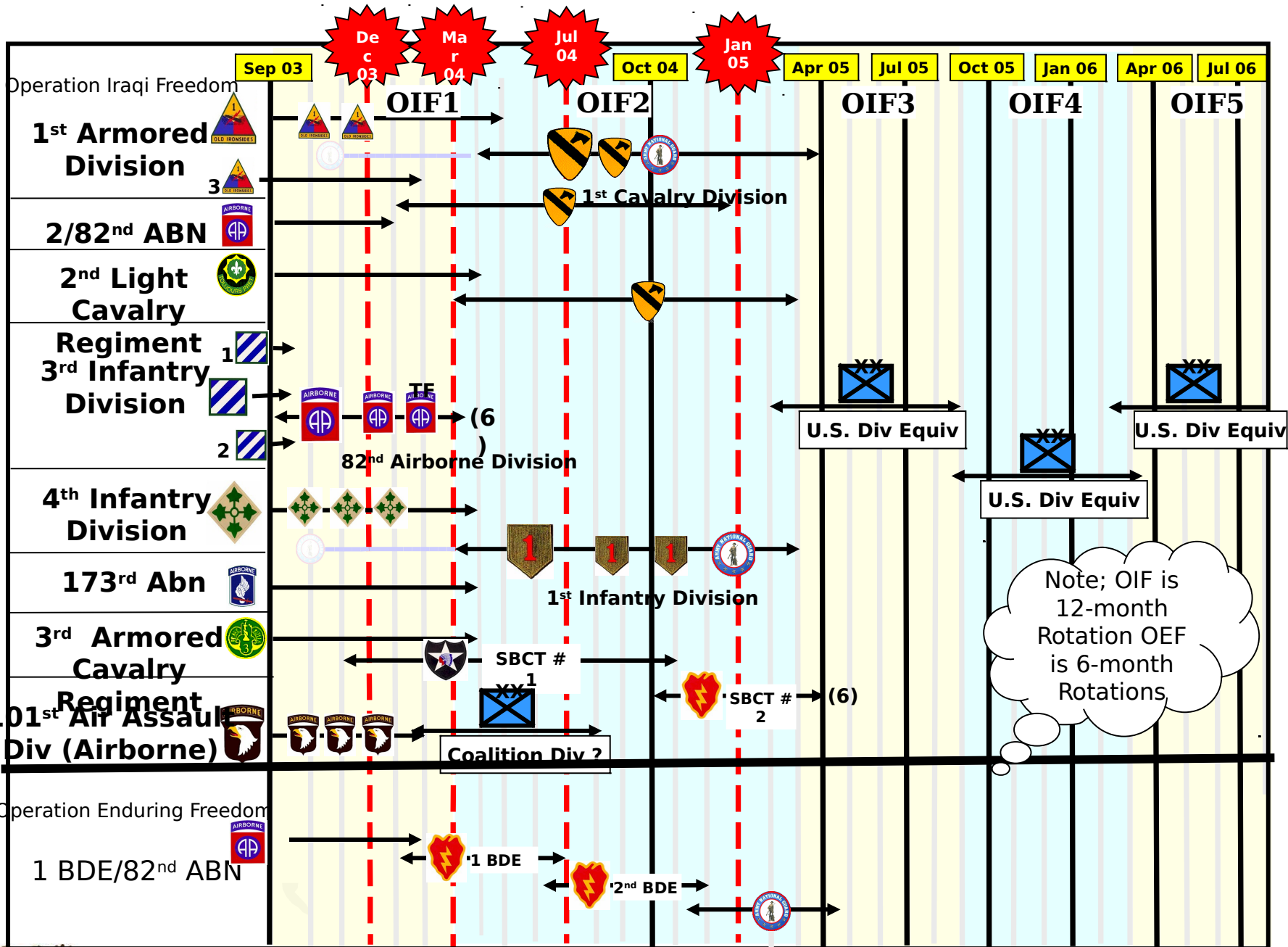
# PROMOTION BOARD CIVILIAN EDUCATION STATS

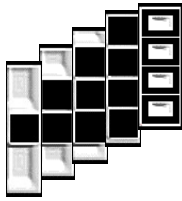




# CURRENT ISSUES





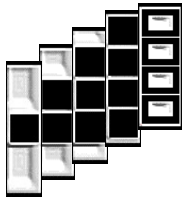


# CHALLENGES

- CURRENT OPERATIONS / STABILIZATION**
- BACK TO BACK DEPLOYMENTS/TOURS**
- OCONUS REQUIREMENTS**
- FORCE STABILIZATION**
- PROMOTION BOARD**
- SCHOOLS (WOSSC, WOSC, WOAC)**
- RETENTION**



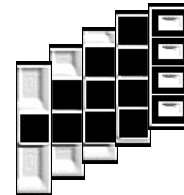




# Great Information Sources

- USAREC WO Recruiting Team: Board schedules, eligibility criteria, board results,  
<http://www.goarmy.com/warrant/warrant.htm>
- WO Career Center: Class schedules, leader development, good links,  
<http://leav-www.army.mil/wocc/>
- Warrant Officer Association: Professional Organization  
<http://www.penfed.org/usawoa/>





# WARRANT OFFICER DIVISION

## World Wide WEB Address

<https://www.perscomonline.army.mil/opwod/wod.htm>

WARRANT OFFICER DIVISION MAIN PAGE - Microsoft Internet Explorer provided by US ARMY PERSCOM

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### U.S. ARMY HUMAN RESOURCES COMMAND

#### WARRANT OFFICER DIVISION

<b>MAIN MENUS</b> <ul style="list-style-type: none"><li>LATEST POSTINGS As of 7 OCT 03</li><li>DIVISION DIRECTORY</li><li>CAREER MANAGER PAGES</li><li>PERSONNEL ACTIONS</li><li>REFERENCES</li><li>PROMOTION BOARD PREP</li><li>PROMOTION INFO</li></ul>	<b>ANNOUNCEMENTS</b> <p>NEWS ABOUT THE CW3, CW4, CW5 PROMOTION BOARD <a href="#">READ THE FAQ HERE</a></p> <p><b>RESULTS OF THE FY04 FIXED WING BOARD</b> Congratulations to all selectees!</p> <p><b>FY04 EXPERIMENTAL TEST PILOT TRAINING PROGRAM</b></p> <p><b>FY 04 WOAC, WOSC AND WOSSC DATES POSTED</b></p> <p><b>IMPLEMENTATION DIRECTIVE FOR THE U.S. ARMY DIRECTED ASSESSMENT PROGRAM FOR THE 160TH SOAR (A)</b></p> <p>Career Managers are mandated to use <b>only AKO e-mail addresses</b> to communicate with officers. All officers must have an AKO e-mail account and should periodically check that account for important information. Click here to register for your AKO account today.</p> <p><b>WELCOME</b></p> <p>Welcome to Warrant Officer Division Online. We are one of several divisions that make up the Officer Personnel Management Directorate (OPMD) at the U.S. Army Human Resources Command (HRC). This news is dedicated to keeping the Warrant Officer Corps informed of current issues via the Internet. In addition to this site, we recommend all warrant officers visit the <a href="#">Warrant Officer Career Center</a> web site. Newly selected warrant officer candidates should read this article. Officers on orders to Korea or Europe should visit <a href="#">8th HRC Korea</a> or <a href="#">1st HRC Europe</a> for more information. The Warrant Officer Division Chief is CW5 Carl Jenkins.</p> <p>The Warrant Officer Division assigns and manages active duty Warrant Officers. Reserve and National Guard Warrant Officers seeking assignment and career management information specific to their career patterns may find information they need at the <a href="#">Reserve Warrant Officer Home Page</a> and the <a href="#">National Guard Warrant Officer Home Page</a>.</p>	<b>SOLDIER APPLICATIONS</b> <ul style="list-style-type: none"><li>VIEW/PRINT YOUR ORB</li><li>UPDATE PREFERENCE</li><li>UPDATE CONTACT INFO</li><li>VIEW YOUR FILE</li><li>CHECK YOUR PHOTO</li><li>ASSIGNMENT SATISFACTION SURVEY</li><li>MYPAY</li><li>CHECK YOUR LAST OER DATE</li><li>VERIFY YOUR DIEMS</li></ul> <b>BRANCH PROPONENT LINKS</b> <ul style="list-style-type: none"><li>Adjutant General</li><li>Aviation</li><li>Air Defense Artillery</li><li>Field Artillery</li><li>Quartermaster</li><li>Ordnance</li><li>Military Police(CID)</li><li>Special Forces</li><li>JAG</li><li>Signal</li><li>Transportation</li><li>Military Intelligence</li></ul>
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Start 2 M 2 M 4 M T... 3 I 9:16 AM

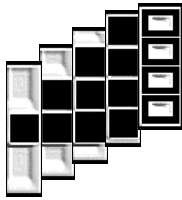


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# Human Resources World Command

<https://www.hrc.army.mil/indexfla>



U.S. ARMY HUMAN RESOURCES COMMAND - Microsoft Internet Explorer provided by US ARMY PERSCOM

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Address <https://www.hrc.army.mil/indexflash.asp> Go Links »

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## U.S. ARMY HUMAN RESOURCES COMMAND

### ACTIVE

- HRC Alexandria (formerly PERSCOM Online)
- HRC Indianapolis (EREC Web Site)

### RESERVE

HRC ST. LOUIS (formerly AR-PERSCOM 2XCitizen)

- HRC St. Louis (formerly AR-PERSCOM 2XCitizen)

### ABOUT US

ACTIVE

RESERVE

ABOUT US

LINKS

Non-Flash Site

2X CITIZEN

ASK

COOL

DAPHIS

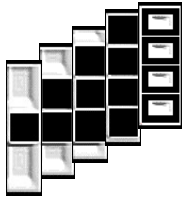
Senior Rater Profile

SWCS

OFFICIAL MILITARY PERSONNEL FILE

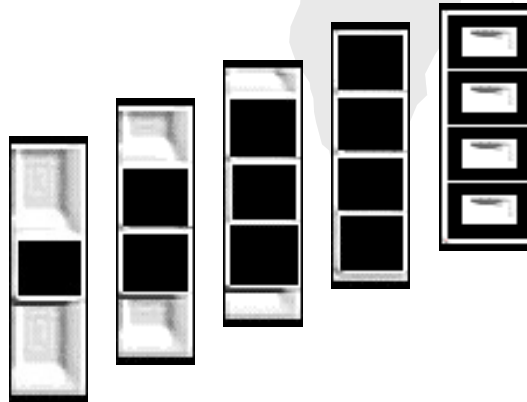


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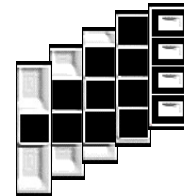
# WARRANT OFFICER DIVISION

QUESTIONS ?



WARRANT  
OFFICER  
DIVISION





# **WARRANT OFFICER DIVISION KEY PHONE LIST**

**DIVISION CHIEF  
DSN - 221-5252  
COMM - 703-325-5252**

**PROFESSIONAL DEVELOPMENT BRANCH  
DSN - 221-5254  
COMM - 703-325-5254**



**PERSONNEL ACTIONS BRANCH  
DSN - 221-5285  
COMM - 703-325-5285**

**AVIATION BRANCH  
DSN - 221-5224  
COMM - 703-325- 5224**

**TECHNICAL SERVICE BRANCH  
DSN - 221-5240  
COMM - 703-325-5240**



**FAX DSN 221-5232**



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